

Report on racial equity, environmental impact, & social change



LEYLINE ADDRESSING RACISM

We created the LEYLINE ADDRESSING RACISM (LAR) Working Group in the transformative summer of 2020 with a commitment to expand diversity and address inequity in the renewable energy industry and our broader society. We identified three focus areas – education, employment, and finance and community partnerships – where we feel most able to make meaningful contributions.

Our work in the past quarter included:

COMMITMENT

- Formalized and set a budget for LAR for the remainder of 2021
- Began establishing annual budget for the working group in 2022
- Signed Contract with [Aya Consulting](#) for Strategic Plan Development Management and DEI learning series
- Identifying opportunities for improvement and revamping to refresh employee motivation

EDUCATION

- Our first REEAL (Renewable Energy Externship at Leyline) internship came to an end in early August Internship
- Said goodbye to [Vivica Moore](#) after she finished the summer internship portion of REEAL externship/internship program
- Participated in virtual career fair events at NCCU and Howard
- Brainstormed on partnerships with local high schools to introduce students to renewable energy
- Drafted a final vision on the program structure for the, now, fellowship program with North Carolina Central University

EMPLOYMENT

- Kicked off our partnership with local DEI consultant, Aya Consulting, scheduling our first Diversity, Equity, and Inclusion Foundations Workshop in the fourth quarter
- Set date for a workshop where we will identify opportunities for change and improvement at a core level and have a base lexicon to communicate said changes
- Incorporate DEI initiatives into a critical technical services tool, Transect
- Continued to add new members to Leyline using our JEDI hiring policy

FINANCE & COMMUNITY PARTNERSHIPS

- Conducted internal fundraiser to support the delivery of critical goods like clothing, toiletries, and baby food to a NJ Air Force base receiving Afghan refugees.
- Raised over \$2,100 from employee donations, totaling over 400 pounds of donated goods.
- Began working towards internal speaking engagement through [Rofhiwa Bookstore](#)
- Began integrating MIT Sloan student "S-Lab" team JEDI metrics project into Leyline's origination process



ENVIRONMENT - SOCIAL - GOVERNANCE

With a portfolio of renewable energy investments, we obviously factor environmental goals into every project we take on. But we strive to go beyond that and find ways to perform well on a range of impact metrics. To that end, we adopted the broadly accepted “ESG” criteria, which serve as markers for tracking how well an organization meets and makes progress across a number of environmental, social, and governance categories. The following outlines our performance against these standards as of the end of the past quarter:

5.57
GW

total electricity generation capacity of Leyline financed projects

173.1MM
MWh

forecasted lifetime renewable energy output of projects Leyline helped make possible

13,584
metric tons

carbon dioxide emissions avoided because of Leyline projects

\$140 MM
dollars

capital invested in carbon-reducing projects



date determined for Leyline first DEI Foundations Workshop

30%
of Leyline employees

self-designated as part of a historically underrepresented racial or ethnic group in finance or renewable energy

43%
of Leyline employees

self-identified as having a historically underrepresented gender identity in finance or renewable energy

REPORT ON RACIAL EQUITY, ENVIRONMENTAL IMPACT, & SOCIAL CHANGE

LEYLINE RENEWABLE CAPITAL, LLC exists to make a difference in the world – both through the projects we invest in and the way that we operate. Because actions speak louder than words, we adopted goals and established processes to effect real change. We also committed ourselves to regular and transparent reporting on our progress and on what we still have in front of us to accomplish.

[For more details on Leyline's impact in Q3 2021, please read our blog post.](#)